Overview of the

Pfizer Supplemental Savings Plan

For Eligible U.S. Colleagues

Effective January 1, 2018

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This overview summarizes some of the provisions of the Pfizer Supplemental Savings Plan. Should there be any discrepancy between this overview and the Plan document, the Plan document shall control.

Overview

Pfizer Inc. (the "company") offers eligible U.S. employees benefit plans that can help build funds for retirement, including the following:

The Pfizer Savings Plan is a tax-qualified savings plan. The IRS restricts the amount you can contribute to tax-qualified savings plans by imposing annual contribution and compensation limits. When you reach these limits, your before-tax, Roth 401(k), and your after-tax contributions and their corresponding Pfizer matching contributions to the Pfizer Savings Plan will stop for the remainder of the year. If you are eligible to receive a Retirement Savings Contribution (RSC), this contribution will count toward the IRS limits in the year to which it is earned. For example, your 2018 Retirement Savings Contribution, made to your account in 2019, will count toward 2018 IRS limits. See Page 10 for more information about the RSC.

The Pfizer Supplemental Savings Plan (the "PSSP") is an unfunded, non-qualified deferred compensation plan. The PSSP allows eligible employees to continue to make **before-tax deferrals** and receive Pfizer matching contributions and, if eligible, the RSC, even after reaching IRS limits that prohibit them from continuing to contribute to the Pfizer Savings Plan.

The PSSP: An Unfunded Plan

As an unfunded, non-qualified deferred compensation plan, the PSSP is exempt from most provisions of the Employee Retirement Income Security Act of 1974 (ERISA), including the funding requirements of ERISA.

There are no actual assets or investments held in the PSSP; participant balances are bookkeeping entries which are unsecured obligations of the company until participants terminate employment and their account balances are distributed. However, for purposes of this overview, account balances are described as if they were actually invested.

At its discretion, the company may invest assets in investment options corresponding to those elected by PSSP participants, in order to measure the earnings or losses on participant accounts under the PSSP. Such assets may be held by a grantor trust at the discretion of the company. However, such assets remain the assets of the company. Certain legacy-Pharmacia participants have assets set aside in a grantor trust as a result of the acquisition of Pharmacia by Pfizer to be used to partially fund the distribution of their account balances. The PSSP is subject to the full faith and credit of the company, and participants, including the legacy-Pharmacia participants, would be general creditors of Pfizer in the event of the company's insolvency.

EMPLOYEE—For any and all purposes under the PSSP, the term "employee" will not include a person hired as an independent contractor, leased employee, consultant or a person otherwise designated by Pfizer at the time of hire as not on the Pfizer payroll or not eligible to participate in or receive benefits under the Plan, even if such ineligible person is subsequently determined to be an "employee" by any governmental or judicial authority.

NON-QUALIFIED DEFERRED COMPENSATION PLAN—The PSSP is an unfunded, non-qualified deferred compensation plan ("non-qualified plan"), not subject to the funding requirements of ERISA, meaning there are no actual investments held in a trust for the Plan. All amounts held in your PSSP account are unsecured obligations of the company; however no funds will be set aside from general assets to cover the account except for the limited funding in a grantor trust for legacy-Pharmacia participants. The PSSP is subject to the full faith and credit of the company, and all participants, including the legacy-Pharmacia participants, would be treated as general creditors of Pfizer in the event of the company's insolvency.

BEFORE-TAX DEFERRALS—The PSSP allows only before-tax deferrals. With before-tax deferrals, you do not incur federal, and in many cases, state or local income taxes at the time of deferral, since your election to defer compensation will be made before your income is earned. However, your before-tax deferrals to the Plan, Pfizer matching, and vested Retirement Savings Contributions, if applicable, are subject to Social Security (FICA) taxes at the time these amounts are credited to your PSSP account.

SPILLOVER ELECTIONS—Your Spillover election, which only applies in the Pfizer Savings Plan, is your choice of whether or not to continue contributions in the Pfizer Savings Plan after you reach the annual elective deferral limit (that is, the annual IRS limit on before-tax plus Roth 401(k) contributions). If a Spillover election is made, the sum of your before-tax and/or Roth 401(k) contribution rates will continue to be deducted from your pay on an after-tax basis (in addition to any regular after-tax contribution rate election already on file) for the remainder of the calendar year after you reach the annual elective deferral limit. When the next calendar year begins, your contributions will automatically be reinstated to their before-tax, Roth 401(k) and after-tax components.

Highlights of the Pfizer Supplemental Savings Plan

Eligibility

Generally, you become eligible to contribute to the PSSP when it is projected that your eligible compensation to the Pfizer Savings Plan will reach the compensation limit or your contributions to the Pfizer Savings Plan will reach the contribution limit (on all contributions, not just the before-tax and/or Roth 401(k) deferral limit) set by the IRS for the calendar year. These limits are indexed to inflation each year.

For 2018, the following limits apply to the Pfizer Savings Plan:

Compensation limit: $275,000

Contribution limit: $55,000

The following limit also applies to the Pfizer Savings Plan; however, it does not affect your PSSP eligibility:

Elective Deferral Limit: $18,500
Once you reach this limit you will need to switch to after-tax contributions to continue to contribute to the Pfizer Savings Plan. To achieve this, you must make a "Spillover Election" in the Pfizer Savings Plan or you will have no contributions (and no matching contributions) until you begin participating in the PSSP after attaining your PSSP trigger (see page 7).

TRIGGER—Your trigger is a projected dollar amount of earnings that reflects your maximum eligible compensation that can be considered under the Pfizer Savings Plan, based on your set of circumstances at a point in time.

SPILLOVER ELECTION—Under the Pfizer Savings Plan, you may elect to continue contributing to the Pfizer Savings Plan on an after-tax basis once the IRS elective deferral limit ($18,500 in 2018) is reached.

ELECTIVE DEFERRAL LIMIT—The IRS limits the dollar amount you may contribute annually on a before-tax and/or Roth 401(k) basis under tax-qualified plans, such as the Pfizer Savings Plan. For 2018, this combined annual limit is $18,500, and it will be adjusted for increases in the cost of living after 2018.

Enrollment

Annual Election Period
Following the year in which you are first eligible to participate in the PSSP and provided you remain eligible, you will receive information about the Plan's annual election period, which generally occurs during the fall. During this period, you will be able to make or change your PSSP deferral rate for the following calendar year. You can make separate deferral elections for your base pay and GPP bonus. If you do not change your PSSP deferral rate during the annual election period, your PSSP election on file will apply to your eligible pay for the following calendar year.

In addition, annually, your PSSP "trigger" will be determined for the following year, based on your Pfizer Savings Plan deferral elections as of the previous Dec. 31. See Page 7 for more details.

Enrollment When You Are First Eligible
You must enroll in order to participate in the PSSP. Refer to your Newly Eligible Notice for enrollment details and Page 5 of this guide for more information. You are only considered newly eligible once. After this time, changes to your deferral rates are accomplished via the annual election process (see above).

PSSP Contributions
Your contributions: If eligible, you may elect to contribute between 1 percent and 30 percent of your base and between 1 percent and 30 percent of your eligible GPP bonus on a before-tax basis ("deferral rate").

You will be able to elect separate PSSP deferral rates for your base and GPP bonus which apply to the base you earn during the year and to any eligible GPP bonus you earn that year that will be payable the next year.

Once you elect your deferral rate, your election remains in effect for the entire Plan year and you cannot change it until the next annual election period.

Pfizer matching contributions: Pfizer matches your PSSP contributions using the same match formula as under the Pfizer Savings Plan.

Retirement Savings Contribution (the "RSC"): If you are eligible to receive the RSC, all or a portion of this contribution may be contributed to the PSSP. The determination of whether the RSC will be contributed to the PSP or the PSSP will depend on whether or not you reach one of the IRS limits on the PSP in the year to which the RSC is earned. For example, your 2018 Retirement Savings Contribution made to your account in 2019 will count toward 2018 IRS limits. Pfizer will determine the portion, if any, of your RSC that will be contributed to the PSSP each year.

Investment Allocation
You can elect to allocate your contributions to any of the available investment options at any time. These are the same options available under the Pfizer Savings Plan, with the exception of Fidelity BrokerageLink®, which is not available in the PSSP.

Managing Your Account
You can manage your account online at Fidelity NetBenefits® at **netbenefits.com** or by contacting the Benefits Center.

You are strongly encouraged to consult a professional tax or financial advisor in connection with your decision to participate in, or to receive a distribution from, the PSSP.

Eligibility for U.S. Colleagues

You are eligible for the Pfizer Supplemental Savings Plan if you are (1) a U.S. colleague eligible for the Pfizer Savings Plan and are projected to reach one of the applicable IRS limits for tax-qualified plans, and/or (2) eligible to defer your bonus, and elect to do so, as described below.

Eligibility Based on Annual IRS Limits for the Pfizer Savings Plan

	2018 LIMIT	PFIZER SAVINGS PLAN (PSP)	PFIZER SUPPLEMENTAL SAVINGS PLAN (PSSP)
Compensation limit (also known as the Section 401(a)(17) limit)	$275,000	You may not contribute to the PSP on compensation earned that exceeds this limit.	At the time your compensation is projected to exceed this limit, you become eligible to contribute to the PSSP.
Contribution limit (also known as the Section 415 limit)	$55,000	Your contributions and Pfizer matching contributions will stop for the remainder of the year when the total of your before-tax, Roth 401(k), after-tax, RSC (if eligible) and Pfizer matching contributions to the PSP reaches this limit.	At the time your contributions to the PSP are projected to exceed this limit, you become eligible to contribute to the PSSP.

Eligibility Based on Bonus Deferral

You may also enroll in the PSSP if you are eligible to defer your bonus under the Pfizer Inc Deferred Compensation Plan and elect to do so. The PSSP considers a deferred bonus **eligible compensation**. Please note that a deferred bonus is not eligible compensation for purposes of the Pfizer Savings Plan. If you elect to participate in the PSSP, contributions will be deducted from the portion of your bonus that you defer. For example, if the amount of the bonus you are deferring is $50,000, and you are contributing 10 percent to the PSSP, $5,000 of your deferred bonus would be contributed to the PSSP.

PSSP ELIGIBLE COMPENSATION—Under the PSSP, eligible compensation includes your base pay, certain performance-related bonuses (including those under the Global Performance Program), overtime, shift-differentials and premium pay that is not recognized under the Pfizer Savings Plan because of the compensation limit. PSSP eligible compensation also includes the portion of the Global Performance Plan bonus deferred under the Pfizer Inc Deferred Compensation Plan.

Enrollment for Newly Eligible Employees

If you are newly eligible for the PSSP, you may find the responses to these frequently asked questions helpful. If you have other questions after reviewing this brochure, please contact the Benefits Center.

When can I enroll?

Under IRS rules, you are required to enroll within 30 days of your PSSP eligibility date as defined in the *Newly Eligible Notice* you received with this overview.

What happens if I don't enroll?

If you do not enroll within this 30-day period, you may not participate for the remainder of the calendar year. Your next election opportunity, provided you remain eligible, will be in the fall for participation in the Plan during the following calendar year.

Please note, even if you choose not to enroll during your initial eligibility period, you should consider making a distribution election for future contributions to the PSSP. If you do not make a distribution election during your initial enrollment period, your election will be defaulted to a lump-sum distribution, and any subsequent changes to this election will be restricted based on the Redeferral Rules described on Page 14.

How do I enroll?

You may enroll online at Fidelity NetBenefits®. Enrollment instructions are detailed in your *Newly Eligible Notice*. Enrollment elections cannot be made by phone. However, if you have questions regarding the enrollment process or Plan provisions, call the Benefits Center. Refer to Page 18 of this overview for contact information.

During the enrollment process, you will be prompted to elect:

- a before-tax deferral rate that will be applied to the base pay payable this calendar year (see Page 9 for more information):
- a before-tax deferral rate that will be applied to the current year GPP bonus payable in the following calendar year (see Page 9 for more information):
- an investment allocation for your contributions; see Page 12 to learn more; and
- a distribution election for payment of your account balance when your employment with Pfizer ends for those PSSP contributions made after Dec. 31, 2004 ("Post-2004 balance") (see Page 13 for details).

How much can I contribute to the PSSP?

Your PSSP contributions (called "deferrals") are made on a before-tax basis. You may defer from 1 percent to 30 percent of your eligible PSSP base pay and from 1 percent to 30 percent of your eligible GPP bonus in 1 percent increments. When you become eligible to participate in the PSSP, you will be able to elect your deferral rate, as described in your Newly Eligible Notice. After that, you cannot change your PSSP deferral rate for the remainder of the current calendar year. However, you may change your deferral rate during the annual election period, which generally occurs in the fall, for the following calendar year. For more information, see the Contributions section of this guide, which begins on Page 9.

When will my contributions to the PSSP begin?

After you enroll, your contributions to the PSSP for the current year will begin automatically on the date when you reach your trigger. Once your compensation reaches this predetermined trigger amount, you will be deemed to have reached one of the IRS limits as discussed on Page 4. At that time, your contributions to the Pfizer Savings Plan will stop for the remainder of the calendar year and your contributions to the PSSP will begin immediately.

Your trigger is a projected amount of pay that reflects your maximum eligible compensation that can be considered under the Pfizer Savings Plan. During the first year that you are eligible, your trigger is determined assuming your Pfizer Savings Plan elections (base salary deferral rates and spillover election) on file on your PSSP eligibility date will be in effect for the remainder of the year.

Keep in mind that your before-tax and/or Roth 401(k) contributions will stop in the Pfizer Savings Plan when you reach $18,500 (the combined limit for 2018). After this, your contributions may continue on an after-tax basis if you have made a Spillover Election. If you have not made a Spillover Election or other specific rate of after-tax contributions, or opted out of this Spillover Election, your contributions and any Pfizer matching contributions will stop until you reach your trigger. You may be missing out on matching contributions by not making the Spillover Election.

What happens if I change my contribution rate election for the Pfizer Savings Plan; will my trigger change?

Your trigger for participating in the PSSP is established at the beginning of each year, and will not change for the remainder of the calendar year. Keep in mind that if you subsequently change your contribution percentage under the Pfizer Savings Plan, you may delay or accelerate when you actually reach the IRS contribution limit; however, your trigger will not change. This could mean that you lose out on some contributions to the PSSP and associated match.

For more information about how your Pfizer Savings Plan elections may affect your PSSP contributions, see Page 7.

Annual Election Period

Each year in the fall, you will have the opportunity to make or change your deferral election for the upcoming year. If you have other questions after reviewing this brochure, please contact the Benefits Center.

If I'm already eligible for the PSSP and have not been contributing, when can I enroll?

Each year you are eligible you will have the opportunity to enroll during the annual election period, which generally occurs during the fall.

If I am currently contributing, how can I change my deferral rate?

If you are currently contributing to the PSSP and remain eligible for the Plan, changes to your deferral rate are only allowed during the annual election period, which generally occurs during the fall. During this period, you will be able to make or change your PSSP deferral rate for the following calendar year. If you do not change your PSSP deferral rate for base and bonus during the annual election period, your PSSP rate on file will carry forward to the following year for both base and bonus amounts.

How much can I contribute to the PSSP?

Your PSSP contributions (called "deferrals") are made on a before-tax basis. You may defer from 1 percent to 30 percent of your eligible PSSP base pay and from 1 percent to 30 percent of your eligible GPP bonus in 1 percent increments. The base pay deferral percentage you elect to defer will be applied in the following calendar year to your base pay and the bonus deferral percentage you elect to defer will be applied to any GPP bonus earned in that calendar year, but paid in the following year, provided you've reached your trigger.

Your trigger is a projected dollar amount of earnings that reflects your maximum eligible compensation that can be considered under the Pfizer Savings Plan. Your trigger is determined assuming your Pfizer Savings Plan elections (contribution elections and spillover election) on file as of the previous Dec. 31 will be in effect for the remainder of the year.

When will my contributions to the PSSP begin each year?

Your contributions to the PSSP will begin automatically on the date you reach your trigger. Once your compensation reaches this predetermined amount, you will be deemed to have reached one of the IRS limits as discussed on Page 4. At that time, your contributions to the Pfizer Savings Plan will stop (to the extent they are still occurring) for the remainder of the calendar year and your contributions to the PSSP will begin immediately.

If I don't enroll, can I still become a participant in the PSSP?

Yes, you may become a participant if in any given year if all or part of your RSC (if eligible) is made to the PSSP. You may also choose to enroll in the plan in a subsequent year during the annual election period.

What happens if I change my contribution rate election for the Pfizer Savings Plan; will my trigger change?

Once your trigger for participating in the PSSP is established, it will not change for the remainder of the calendar year. Keep in mind that if you subsequently change your contribution rate election under the Pfizer Savings Plan, you may delay or accelerate when you actually reach the IRC contribution limit which could impact your matching contribution; however, your trigger will not change.

For more information about how your Pfizer Savings Plan elections may affect your PSSP contributions, see the following page.

How Your Pfizer Savings Plan Elections Affect Your PSSP Contributions

Your Trigger

Your contributions to the PSSP begin automatically on the date when you reach your trigger. Your trigger is a projected dollar amount of earnings that reflects your maximum eligible compensation that can be considered under the Pfizer Savings Plan. Your PSSP trigger is determined for the following year based on your Pfizer Savings Plan elections as of the previous Dec. 31. (Note: Your trigger is determined differently the first year you participate in the plan; see Page 5 for more information.)

Once your compensation reaches the amount of your trigger, you will be deemed to have reached one of the IRS limits as discussed on Page 4. At that time, your contributions to the Pfizer Savings Plan (to the extent they are still being made) will stop for the remainder of the calendar year and your contributions to the PSSP will begin immediately. Once your trigger for participating in the PSSP is established, it will not change for the remainder of the calendar year.

An Example Based on 2018 IRS Limits: PSSP Trigger

Assume you earn $275,000 annually and have the following Pfizer Savings Plan elections as of Dec. 31, or as of your PSSP Eligibility Date if you are newly eligible:

Before-tax Contribution Rate: 10%

Roth 401(k) Contribution Rate: 6%

After-tax Contribution Rate: 0%

Spillover Election: Yes

Based upon these contribution rates, the total contributions to the Pfizer Savings Plan are projected to equal $55,000, the IRS contribution limit for 2018. Further, you are projected to have earned $268,292.68 in eligible compensation when you reach this contribution limit. This amount is your "trigger." Therefore, your participation in the Pfizer Savings Plan will stop, and your participation in the PSSP will begin when your eligible compensation under the Pfizer Savings Plan equals $268,292.68.

	YOUR PSP DEFERRAL ELECTIONS AT DEC. 31 OR PSSP ELIGIBILITY DATE	YOUR PROJECTED PSP CONTRIBUTIONS
Pfizer Savings Plan Before-tax Contribution Rate	10%	$11,562.50
Pfizer Savings Plan Roth 401(k) Contribution Rate	6%	$6,937.50
Total Elective Contribution		***$18,500***
Pfizer Savings Plan After-tax Contribution Rate	0%	
Pfizer Savings Plan Spillover Election	Yes	$24,426.83
Pfizer Matching Contributions		$12,073.17
TOTAL Projected Pfizer Savings Plan Contributions		**$55,000.00**

Note: If you make changes to your Pfizer Savings Plan deferral rates, this will not impact this trigger compensation amount, though it may impact your contributions to the Pfizer Savings Plan. Additional information on this is on the next page.

Why Your "Trigger" Is Important

As noted on the previous page, once your trigger for participating in the PSSP is established, it will not change for the remainder of the calendar year. As a result, if you subsequently change your contribution rate election under the Pfizer Savings Plan, you may delay or accelerate when you actually reach the IRS contribution limit. This may cause you to lose matching contributions, as explained below.

For example, if you decide to increase your contribution rate(s) under the Pfizer Savings Plan and reach the IRS contribution limit ($55,000 in 2018) earlier than projected, your Pfizer Savings Plan contributions and your Pfizer matching contributions would stop. However, you would not be eligible to participate in the PSSP until you reach your trigger, and therefore, for a period, you would be contributing to neither the Pfizer Savings Plan nor the PSSP, and possibly missing out on matching contributions. For example, you are contributing 17 percent to the PSP on Dec. 31, 2017, and your trigger is set at $255,813.95. In January 2018, you raise your contribution percentage in the PSP to 22 percent. This results in you hitting the contribution limit earlier (at a lower compensation amount) once you have earned $207,547.17. Once you reach the IRS contribution limit at $207,547.17 in earnings, your contributions to the PSP will stop. However, your contributions to the PSSP will not begin until you reach your trigger of $255,813.95. Therefore, no contributions, including company match, will be made to either the PSP or PSSP on earnings between $207,547.17 and $255,813.95.

Conversely, if you decrease your contribution rate under the Pfizer Savings Plan, your PSSP contributions may begin before you actually reach the IRS contribution limit. In this case, you might not maximize contributions in the Pfizer Savings Plan.

Contributions

Your Deferrals to the PSSP

Your PSSP contributions (called "deferrals") are made on a before-tax basis. You may defer from 1 percent to 30 percent of your eligible PSSP base pay and from 1 percent to 30 percent of your eligible GPP bonus in 1 percent increments.

During the annual election period, which generally occurs during the fall, you will be able to elect or change your PSSP base and GPP bonus deferral rates for the following calendar year. If you do not change your PSSP deferral rates during the annual election period, your PSSP rates on file will apply to your eligible compensation for the following calendar year. **You may only change your PSSP deferral rates during the annual election period.**

The PSSP base deferral percentage you elect will be applied in the following calendar year to your base pay and the bonus deferral percentage you elect will be applied to any GPP bonus earned in that calendar year, but paid in the following year, provided you've reached your trigger. If you defer your bonus under the Pfizer Inc Deferred Compensation Plan, PSSP contributions will be deducted from the eligible portion of your deferred bonus, regardless of whether you've reached your PSSP trigger.

For example, the elections you make during the 2017 annual election period apply to the base pay received in 2018, and the bonus earned in 2018 but paid in 2019, once you have hit your trigger.

Pfizer Matching Contributions

Pfizer matches a percentage of the eligible compensation that you contribute to the PSSP. You are always 100 percent **vested** in both your contributions and Pfizer matching contributions to the PSSP. Pfizer provides a match of up to 4.5 percent of your eligible PSSP compensation that you contribute to the Plan, as follows:

- Pfizer matches 100 percent of the first 3 percent you contribute to the Plan; and
- Pfizer also matches 50 percent of the next 3 percent you contribute to the Plan.
- If you chose to participate in the PSSP, consider deferring at least 6 percent of your base and bonus to ensure you maximize Pfizer's matching contributions in the plan.

How Pfizer Matching Contributions Are Made

Pfizer matching contributions will be credited to your savings plan account once per quarter, generally 7 to 10 business days following the end of the quarter. Matching contributions will be calculated based on each paycheck, and totaled for all paychecks within a calendar quarter. To receive the matching contributions, you will need to be in an active employment status at the end of the quarter. However, if you leave Pfizer due to retirement (defined as age 55 with 10 years of service or age 65), death or disability during the quarter, you will still be eligible for the matching contribution for that quarter.

FICA Taxes Applicable to Pfizer Matching Contributions Made to the PSSP

Pfizer matching contributions made to the PSSP are subject to FICA payroll taxes at the time of deposit, which is generally 7–10 business days after the end of the quarter. The FICA you owe on the match will be taken from your next Pfizer paycheck after the contribution is made.

On your pay statement, the amount subject to FICA will display as "PSSP Match FICA" and will be shown under "Deductions-Other." Your take-home pay is only reduced by the amount of FICA taxes you owe on this contribution, not by the full "PSSP Match FICA" amount. This will happen each quarter in which a matching contribution is made to your PSSP account. The match is not subject to any other payroll taxes, such as federal or state income tax withholding.

Company Stock Dividends Credited to Your Account

Dividends that Pfizer pays on company stock, if any, are automatically considered to be reinvested in your account, based on the number of equivalent Pfizer shares you own in the PSSP. Unlike the Pfizer Savings Plan, you cannot elect to have company stock dividends in the PSSP paid to you in cash since there are no actual investments held in the PSSP, as explained on Page 2.

VESTED—You are immediately 100 percent vested in your deferrals to the PSSP as well as Pfizer matching contributions. If you receive an RSC, it is subject to a 3-year vesting schedule (see Page 10).

Retirement Savings Contribution

Eligibility for the Retirement Savings Contribution

Beginning Jan. 1, 2018 U.S. non-union colleagues who are eligible to participate in the PSP are eligible for the RSC. Whether you contribute to the Pfizer Savings Plan or PSSP, you are eligible each plan year (Jan. 1–Dec. 31) for the RSC, which varies based on your age and service combination (or "points"). The RSC will be allocated into the PSP and/ or PSSP, depending on your contribution level or compensation, in accordance with regulatory limitations to avoid exceeding either the IRS Code 415 or 401(a)(17) compensation limits in the PSP.

To receive the RSC, you need to be actively employed or on an approved leave of absence on the last business day of the plan year for which the RSC applies. You will also receive the RSC if you become disabled, retire (age 55 and 10 years of service or age 65), or die during the year.

The RSC will be contributed into your account in the first quarter following the year in which the RSC is earned. For example, your 2018 RSC will be made to your account in the first quarter of 2019.

How the Retirement Savings Contribution Is Calculated
The RSC varies based on your age and service combination (or "points"). Based on your points each year, Pfizer will make the RSC based on your eligible pay according to levels shown in the following chart. This contribution is in addition to the regular matching contribution for which you may be eligible.

POINTS (based on the sum of age and service)	RSC CONTRIBUTION
Under 35	5%
35–44	6%
45–54	7%
55–64	8%
65 and over	9%

The RSC is allocated in the same investment options and related percentages as your own contribution elections. Note: If you do not have investment fund elections in place at the time the RSC is made to your account, it will be invested according to the PSSP's default investment option, which is the Vanguard Target Retirement Trust Select Fund, based on your age, as described on Page 12.

Vesting Applicable to the RSC
The following vesting schedule applies to the RSC:

YEARS OF SERVICE	VESTING %
1	0%
2	0%
3 or more	100%

You are immediately 100 percent vested if you retire (age 55 and 10 years of service or age 65), become disabled or die.

FICA Taxes Applicable to RSC Contributions Made to the PSSP
If you receive an RSC contribution in the PSSP, FICA taxes are due when the contribution is vested. If you are vested at the time the contribution is made, the amount of the RSC contributed to the PSSP will be subject to FICA, and additional FICA taxes will be taken from your next Pfizer paycheck after the contribution is made. If you are not vested at the time the contribution is made, FICA taxes will not be due until your account vests, generally after you have completed three years of service. Once your account vests, the entire balance will be subject to FICA. As a result, additional FICA taxes will be taken from your Pfizer paycheck within 60 days of when your account vests. This will happen one time, and then all subsequent RSC contributions made to the PSSP will be subject to FICA each year when the contribution is made to your account (see above).

On your pay statement, the amount subject to FICA will display as "PSSP Match FICA" and will be shown under "Deductions-Other." Your take-home pay is only reduced by the amount of FICA taxes you owe on this contribution, not by the full "PSSP Match FICA" amount. The RSC is not subject to any other payroll taxes, such as federal or state income tax withholding.

RSC Contribution Example for 2018

The following examples show how your RSC contribution is calculated, and how it would be applied if you hit one of the IRS annual limits.

ASSUMPTIONS	
Base Pay	$250,000
GPP Bonus	$49,200
Total Eligible Pay	**$299,200**
Age	57 years
Service	21 years
Points	78
RSC Percentage	**9%**

Calculation of the RSC

	SCENARIO 1—You are contributing 20 percent and have elected spillover in the PSP. This results in your hitting the annual IRS contribution limit ($55,000 in 2018). As a result, your entire RSC contribution will be put into the PSSP.	SCENARIO 2—You are contributing 6 percent and have not elected spillover in the PSP. This results in your hitting the annual IRS compensation limit ($275,000 in 2018). As a result, your RSC contribution will be split between the PSP and PSSP.
RSC Contribution made to PSP	None	$26,125
RSC Contribution made to PSSP	$26,928	$803
Total RSC Contribution	**$26,928**	**$26,928**

Your 2018 RSC contribution will be made to your PSP and/or PSSP account(s) in the first quarter of 2019.

Note: The 2018 limits are used in this example because they would apply to your 2018 RSC. The new 2019 limits will apply to your 2019 RSC, which will be made to your account in the first quarter of 2020.

Investment Options

The PSSP offers the same Tier 1 and Tier 2 investment options offered under the Pfizer Savings Plan. Fidelity BrokerageLink® is not available under the PSSP.

You have the flexibility to direct your contributions across a broad spectrum of investment options from conservative to aggressive. Changes to investment elections for your future contributions as well as exchanging the balances in your account from one investment option to another and/or rebalancing your account among investment options are allowed any time online at Fidelity NetBenefits. Additionally, you can sign up for the Rebalance Notification and/or Automatic Rebalance service to help you maintain an overall target allocation that you have chosen.

While the investment options under the Pfizer Savings Plan and the PSSP are similar, you must make separate elections for how you would like to invest your contributions to each plan. Remember, it is important for your long-term retirement security that you have a well-balanced and diversified investment portfolio. Note, however, that neither diversification nor asset allocation ensures a profit or guarantees against loss.

Currently, the PSSP offers the following types of investment options:

Tier 1: Target Retirement Trust Select Funds
Tier 1 consists of target retirement date funds in 5-year intervals, called the Vanguard Target Retirement Trust Select Funds. These funds are pre-mixed investment funds tied to an anticipated retirement date. You choose the fund that is closest to when you expect to retire or start withdrawing money from your account.

The investment risk of each Vanguard Target Retirement Trust Select Fund changes over time as its asset allocation changes. They are subject to the volatility of the financial markets, including equity and fixed income investments in the U.S. and abroad and may be subject to risks associated with investing in high yield, small cap and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates.

Tier 2: Core Investment Options
The Tier 2 funds offer you a broad range of investment opportunities with differing asset classes and risk and return characteristics. They provide "build your own" investment flexibility if the already diversified Vanguard Target Retirement Trusts do not meet your investment needs.

If you do not have a valid investment election on file for the PSSP, your before-tax deferrals will automatically be invested in the Plan's default investment option. The default option is the Target Retirement Trust Select Fund that is appropriate for you based on your year of birth as shown in the table below.

For detailed information about the investment options available under the PSSP, please see the fund fact sheets and the Pfizer Savings Plan summary plan description available online at Fidelity NetBenefits. Refer to Page 18 of this overview for contact information.

Before investing, please carefully consider the funds' investment objectives, risks, charges, and expenses. Contact Fidelity Investments for a prospectus or, if available, a summary prospectus containing this information. Read it carefully before you invest.

YOUR DATE OF BIRTH*	INVESTMENT NAME	TARGET RETIREMENT YEARS
Jan. 1, 1993 or later	Vanguard Target Retirement 2060 Trust Select	2058 to 2062
Jan. 1, 1988 to Dec. 31, 1992	Vanguard Target Retirement 2055 Trust Select	2053 to 2057
Jan. 1, 1983 to Dec. 31, 1987	Vanguard Target Retirement 2050 Trust Select	2048 to 2052
Jan. 1, 1978 to Dec. 31, 1982	Vanguard Target Retirement 2045 Trust Select	2043 to 2047
Jan. 1, 1973 to Dec. 31, 1977	Vanguard Target Retirement 2040 Trust Select	2038 to 2042
Jan. 1, 1968 to Dec. 31, 1972	Vanguard Target Retirement 2035 Trust Select	2033 to 2037
Jan. 1, 1963 to Dec. 31, 1967	Vanguard Target Retirement 2030 Trust Select	2028 to 2032
Jan. 1, 1958 to Dec. 31, 1962	Vanguard Target Retirement 2025 Trust Select	2023 to 2027
Jan. 1, 1953 to Dec. 31, 1957	Vanguard Target Retirement 2020 Trust Select	2018 to 2022
Jan. 1, 1948 to Dec. 31, 1952	Vanguard Target Retirement 2015 Trust Select	2013 to 2017
Dec. 31, 1947 and earlier	Vanguard Target Retirement Income Trust Select	2012 or earlier

*Records of date of birth are maintained by Pfizer. You may view your date of birth on record online at Fidelity NetBenefits under Your Profile > Personal Information.

Distributions

Tax Treatment

The PSSP is a non-qualified plan; therefore, distributions are not eligible for rollover or special tax treatment. Contributions to your PSSP account will not be subject to federal, and in many cases, state or local income taxes at the time of credit, since your election to defer compensation will be made before the income is earned. However, when you receive a distribution from the Plan, your distribution is generally considered taxable income.

Your deferrals to the Plan and Pfizer matching contributions generally are subject to employment taxes, such as Social Security and Medicare (FICA) taxes, at the time these amounts are credited to your account.

Note: A federal income tax withholding rate of 35 percent will apply to amounts distributed in excess of $1 million in "supplemental wages" during a calendar year. "Supplemental wages" generally include wages and payments made by the company other than base salary including payments from non-qualified plans.

Transfer to PSSP

Beginning in 2016, colleagues have the opportunity to transfer certain benefits from their non-qualified pension plans to the PSSP upon separation from service. Only non-qualified pension benefits earned after Dec. 31, 2004 (Post-2004 benefits) are eligible for this transfer and colleagues must have a valid Lump Sum distribution election on file for all applicable Post-2004 benefits in order to make this transfer election.

If you decide to make this election, you will be electing to transfer all post-2004 non-qualified pension benefits, including your Supplemental PRAP benefit and any eligible legacy plan benefits you may have. The transfer election must be made in the non-qualified pension plan, and is considered a "redeferral". Your election must be on file at least 12 months prior to your termination of employment with Pfizer and the start of payment of these benefits from the PSSP must be pushed out a minimum of 5 years.

The value of the transfer from the pension plan(s) will be calculated as of the first of the month following the later of your retirement date or attainment of age 55. The actual deposit of the transfer amount into the PSSP will be made as soon as administratively possible after the calculation is complete, and can be up to three months after the later of separation from service or attainment of age 55.

Once the transfer is made to the PSSP, the balance will be set up in the PSSP with the distribution election and timing you made when you made the election for the transfer. Because you are already terminated from Pfizer at the time the transfer to the PSSP is made, you will not be able to make any changes to the distribution election you made on the transfer amount once it is in the PSSP. Note that benefits from the PSSP are generally paid in January each year, and so the distribution of the transfer amount will be made in the January following the timing you chose when you made the transfer to PSSP election (minimum of 5 years). This will be counted from the date the pension benefit is payable, not from the date it is actually transferred to the PSSP. Therefore, payment of this portion of your PSSP account may be on a different timeframe from your other PSSP balances.

Distribution Elections for Your Post-2004 Balance

When you first enroll in the PSSP, you will need to make a distribution election for payment of your account balance when your employment with Pfizer ends for those contributions made after Dec. 31, 2004 ("Post-2004 balance"). You may elect one of the following payment methods:

- a single lump-sum payment; or
- annual installments (2 to 20 years).

If you do not make a distribution election during your initial enrollment as a newly eligible employee or do not have a valid redeferral in place at the time your employment with Pfizer ends, your Post-2004 balance will be paid to you as a single lump-sum payment.

Generally, payments are made in cash and are paid in the January following the year in which your employment with Pfizer ends. The amount of your payment is based on the market value of your PSSP account as of the last business day of December.

"Key Employee Rule"—if you are a "key employee" IRS regulations require that your Post-2004 Balance cannot be distributed to you for at least six months after termination. You are considered a "key employee" if you are in salary grade 26 or above. Although distributions are otherwise paid in January following the year in which your employment with Pfizer ends, keep in mind that your distribution may be delayed if you terminate employment in the last six months of the year.

"Redeferral rules" apply if you want to change your Post-2004 distribution election in the future. Refer to Page 14 for more information. Additionally, if you are a rehired employee and were previously eligible for the PSSP, special distribution rules may apply. Refer to Page 16 for more information.

Distribution Elections for Your Pre-2005 Balance

If you were a participant in the PSSP and/or the legacy-Pharmacia Savings +*Plus* Plan, your balance from participation prior to Jan. 1, 2005 is considered "grandfathered" under Section 409A of the Internal Revenue Code. See Page 14 for details about the distribution elections applicable to your Pre-2005 balances.

Changing Your Existing Distribution Election

POST-2004 BALANCE

You may change your Post-2004 distribution election online at Fidelity NetBenefits at any time, subject to the redeferral rules described below.

The distribution options available are:

- a single lump-sum payment, or
- annual installments (2 to 20 years).

In accordance with IRS rules, your change will be subject to the following **redeferral rules**:

- the new election must be on file for at least 12 months before it is effective,
- the new election must be made at least 12 months before your Post-2004 balance would have otherwise been paid, and
- the new distribution start date is at least five years from the date your Post-2004 balance would have otherwise been paid.

If these restrictions are met, you can change your Post-2004 distribution election.

If you terminate prior to your redeferral election becoming effective, your distribution will be paid in accordance with your election on file prior to making the redeferral.

If you do not make a distribution election or do not have a valid distribution election on file, your Post-2004 balance will be paid as a single lump-sum payment.

All payments are made in January following the year in which your employment with Pfizer ends.

Note: If you are grade 26 or above, you are considered a "key employee" (salary grade 26 or above). See "Key Employee Rule" for information on the timing of your payments.

PFIZER PRE-2005 BALANCE

Your Pre-2005 balance, if any, is considered "grandfathered" under Section 409A of the Internal Revenue Code and is subject to PSSP rules in effect prior to 2005.

Except as noted for legacy-Pharmacia Pre-2005 balances, you can make or change your distribution election for your Pre-2005 balance at any time online at Fidelity NetBenefits.

The distribution options available are:

- a single lump-sum payment, or
- annual installments (2 to 20 years).

If you make a change, your election must be on file for at least six months before your employment with Pfizer ends. Otherwise, your election will not be valid and you will be paid in accordance with your previous valid election.

If you do not make a distribution election or do not have a valid distribution election on file, your Pre-2005 balance will be paid in five annual installments following your termination of employment with Pfizer.

All payments are made in the January following the year in which your employment with Pfizer ends.

LEGACY-PHARMACIA PRE-2005 BALANCE

Your Pre-2005 balance, if any, is considered "grandfathered" under Section 409A of the Internal Revenue Code and is subject to Pharmacia Savings +*Plus* Plan rules in effect prior to 2005.

If you are a legacy-Pharmacia colleague who participated in the Pharmacia Savings +*Plus* Plan, you may only change your distribution election for your Pre-2005 balance during the annual election period, which generally occurs in the fall.

The distribution options available are:

- a single lump-sum payment, or
- annual installments (2 to 15 years).

If you make a change, your election must be on file for at least six months before your employment with Pfizer ends. Otherwise, your election will not be valid and you will be paid in accordance with your previous valid election.

If you do not make a distribution election or do not have a valid distribution election on file, your legacy-Pharmacia Savings +*Plus* Plan Pre-2005 balance will be paid in a single lump-sum payment.

All payments are made in the January following the year in which your employment with Pfizer ends.

An Example: Redeferral Rules

Objective 1: To change your current Post-2004 lump-sum distribution election to five annual installments and begin receiving the first of five installments seven years from the originally scheduled first payment.

Assume you currently have a lump-sum distribution election, scheduled to be paid in the January of the year following your termination. On Jan. 15, 2017, you make a new distribution election to receive your balance in five annual installments payable beginning seven years following your termination. For this change to take effect, your new election must meet the rules described previously.

Depending on your termination date, your redeferral election may or may not be valid, as illustrated by the two scenarios below.

IF YOU TERMINATE IN FEBRUARY 2018	YES	NO
Was your election effective for at least 12 months?	X	
Was your election made at least 12 months before the date it would have otherwise been paid?	X	
Was your elected distribution start date (January 2026, which would be the January seven years after your termination date) at least five years from the date it would have otherwise been paid (January 2019)?	X	
Would your redeferral election be valid if you terminate in February 2018? • Yes, because your election met all three IRS required criteria. • Your Post-2004 balance would be paid in five installments beginning in January 2026.	X	
IF YOU TERMINATE IN DECEMBER 2017	**YES**	**NO**
Was your election effective for at least 12 months?		X
Was your election made at least 12 months before the date it would have otherwise been paid?	X	
Was your elected distribution start date (January 2026, which would be the January seven years after your termination date) at least five years from the date it would have otherwise been paid (January 2019)?	X	
Would your redeferral election be valid if you terminate before Jan. 15, 2018? • No, because your election was not effective for at least 12 months. • Your previous lump-sum distribution election would remain in effect and your Post-2004 balance would be paid in January 2018, which is the January following your termination.		X

Objective 2: To change your current Post-2004 lump sum distribution election to five annual installments and begin receiving the first of five installments as early as possible.

You still will be required to delay receipt of your first payment a minimum of five years from the date your Post-2004 balance would otherwise have been paid. Using the example above, your first installment related to your Post-2004 balance would be paid in January 2023.

Automatic Cash-Outs for Balances Less than $10,000

If your entire PSSP account balance is less than $10,000 on the last business day of the year in which your employment with Pfizer ends, your entire PSSP account balance will be paid to you as a lump-sum in the January following the year in which your employment with Pfizer ended, regardless of your distribution elections on file. However, if you are a “key employee” (salary grade 26 or above), to comply with IRS regulations, the distribution of your Post-2004 balance cannot be made for at least six months after your termination. Therefore your distribution may be further delayed if you terminate employment in the last six months of the year.

Rehired Employees

POST-2004 BALANCES	PRE-2005 BALANCES
If you previously participated in the PSSP and have a Post-2004 balance, the portion of your Post-2004 balance attributable to your prior period of Plan participation will be paid in accordance with the Post-2004 distribution election you have on file. This means that you may begin to receive payments of your Post-2004 balance attributable to your prior period of Plan participation even though you may be actively employed by Pfizer. If your break in service or break in eligibility under the PSSP is at least 24 months or if you received a full distribution of your Post-2004 balance before you were rehired, you will need to make a separate Post-2004 distribution election for any contributions you make to the PSSP as an eligible participant following your rehire if you become eligible again. If you have questions, contact the Benefits Center.	If you have a PSSP balance attributable to contributions made through Dec. 31, 2004 ("Pre-2005 balance") and have begun to receive installment payments of this portion of your balance, any remaining installments will continue to be paid to you based on your Pre-2005 distribution election. However, if payment of your Pre-2005 balance had not yet begun as of the date you are rehired, your Pre-2005 balance will not be distributed until after your employment with Pfizer once again ends. At that time, your Pre-2005 balance will be paid in accordance with your valid Pre-2005 distribution election on file. If you have questions, contact the Benefits Center.

If You Become Totally and Permanently Disabled

If you become **totally and permanently disabled** before you receive a full distribution of your Post-2004 balance, your account will be paid to you in a single lump-sum payment in the January following the year in which you become disabled. If you were not vested in your account, your account becomes 100 percent vested.

Total and permanent disability means an employee's incapacity to engage in any substantial gainful activity because of a medically determinable, permanent, physical or mental impairment that can be expected to result in death or to last for a continuous period of no less than 12 months as determined with regard to the Pfizer Savings Plan.

If You Die

IF YOU DIE BEFORE DISTRIBUTION COMMENCES	IF YOU DIE AFTER INSTALLMENT PAYMENTS HAVE COMMENCED
If you die before your distribution commences, regardless of the distribution election you have made, a single lump-sum payment will be made to your designated PSSP beneficiary on file in the January following the year in which you die. If no PSSP beneficiary is on file, the lump-sum payment will be made to your Pfizer Savings Plan beneficiary on file. Finally, if no beneficiary is on file for either plan, payment will be made to your estate. If you were not vested at the time of your death, your account becomes 100 percent vested.	If you die after installment payments have already commenced, the remaining installment payments will continue to be made to your designated PSSP beneficiary. If no PSSP beneficiary is on file, the remaining installment payments will continue to your Pfizer Savings Plan beneficiary on file. Finally, if no beneficiary is on file for either plan the remaining installment payments will be made to your estate in a single lump-sum payment.

Special Provisions for Legacy-Pharmacia Participants

The Pharmacia Savings +*Plus* Plan was merged into the PSSP effective Jan. 1, 2008. Though the plans were merged, the PSSP was required to retain certain provisions of the Savings +*Plus* Plan. The following special provisions apply to legacy-Pharmacia participants in the Pharmacia Savings +*Plus* Plan on Dec. 31, 2007.

Death Benefit Election

Legacy-Pharmacia colleagues who previously participated in the Pharmacia Savings +*Plus* Plan and who have a separate death benefit distribution election on file will continue to have this distribution election honored. Please note, if a distribution election change is made in the future this death benefit distribution option is no longer available and you will be limited to either a lump-sum distribution or annual installments (subject to the redeferral rules for Post-2004 balances).

Unforeseeable Emergency Withdrawal

Legacy-Pharmacia colleagues may take withdrawals of their balances earned prior to Jan. 1, 2008 for unforeseeable emergencies (i.e., unscheduled withdrawals/hardship withdrawals). To qualify for this type of withdrawal, colleagues must be active, separated from service and receiving installments, or a legacy-Pharmacia beneficiary. This withdrawal requires approval by the Savings Plan Committee.

Unscheduled withdrawals are defined as any unscheduled distribution that is allowed or authorized by the Plan and is not related to the occurrence of an event or prior distribution election, including hardship withdrawals. Reasons such as illness, casualty loss, sudden financial reversal, or other unforeseeable occurrence would be considered by the Savings Plan Committee. Cash needs arising from the purchase of a house or education expense for children are not considered to be the result of an unforeseeable emergency. No suspension will be incurred when taking this type of withdrawal. Amounts withdrawn cannot exceed the amount necessary to meet the financial emergency plus a gross up for taxes.

To request an early distribution, you should contact the Benefits Center and speak directly to a benefits representative.

Early Distribution with Forfeiture Penalty

Legacy-Pharmacia colleagues retain the right to withdraw all or a portion of their Pre-2005 account as of the end of any calendar quarter.

If you choose to take this type of withdrawal please be aware that you will forfeit 10 percent of the amount withdrawn as a penalty. To avoid the 10 percent penalty you would (1) need to provide written notice at least one year in advance of when the payment is to be made or (2) withdraw the entire Pre-2005 account balance. If you choose to withdraw the entire Pre-2005 account balance you will be suspended from making deferrals to the PSSP for one year.

To find out if you are eligible for this early distribution, you should contact the Benefits Center and speak directly to a benefits representative.

Change in Control

Colleagues who separated from the company due to a change in control may have been eligible to make a special distribution election attributable to balances contributed before Jan. 1, 2005 in the Pharmacia Savings +*Plus* Plan (which merged into the PSSP effective Jan. 1, 2008). Such elections included the right to elect a distribution commencement date for a specific future year in lieu of commencement of payment in the January following separation from service. These elections on file will continue to be honored but no new "change in control" distribution elections are permitted under the PSSP.

This distribution election may be changed by a colleague not more than three times and such a change must be made at least 12 months prior to the scheduled start date of the distribution election on file, cannot be made after the January of the year preceding the scheduled distribution, and must push the payment start date out at least two years.

Managing Your Account

You can actively manage and receive information about your PSSP account online at Fidelity NetBenefits using many of the same tools that are available to you in the Pfizer Savings Plan. Contact information is provided below.

Daily Environment

The PSSP operates in a daily environment. This means your account is valued daily after the close of the market—so on any given day you can find out the value of your account as of the close of business the previous day. Also on a daily basis, you can request to do any of the following:

- Change the investment options to which your future contributions are credited.
- Exchange balances in your account from one investment option to another.
- Rebalance your account among investment options.
- View an account statement online.
- Make a beneficiary election if you would like your PSSP beneficiary election to differ from the beneficiary election you have made under the Pfizer Savings Plan. If you do not make a separate election, your beneficiary designation for the Pfizer Savings Plan will also apply to the PSSP.

Rollover Contributions Not Allowed

The PSSP does not accept rollover contributions of any kind.

Withdrawals

Generally, you may not take withdrawals from your PSSP account while you are employed by Pfizer.

Note that if you take a hardship withdrawal from the Pfizer Savings Plan, you will be suspended from contributing to the PSSP until the later of six months or the end of the calendar year in which any portion of the six-month suspension period occurs. For example, if you take a hardship withdrawal in September 2018, you will be suspended from contributing to the PSSP through December 2019.

Loans

Loans are not available from your PSSP account.

More Information

For more information

- Log on to Fidelity NetBenefits at **netbenefits.com**, or
- Call the Benefits Center at **1-866-476-8723** and follow the prompts for Savings.

Benefits representatives are available 8:30 a.m. to midnight Eastern time, Monday through Friday, except on most holidays recognized by the New York Stock Exchange except Good Friday.

TO MANAGE YOUR ACCOUNT, YOU CAN:	ONLINE	BY PHONE
Enroll	X	
Change your investment allocation for future contributions	X	X
Exchange balances in your account	X	X
Rebalance your account	X	X
Obtain a statement of your account	X	X
Obtain Fund Fact Sheets	X	X
Change your distribution elections	X	
Make a beneficiary election	X	
Speak with a Benefits Representative		X

Additional Plan Information

Administrative Fees

These fees cover the costs of administering the Plan and providing various services to participants. These costs are paid by Pfizer and not by Plan participants.

Investment Management Fees

These are the fees charged by the investment managers to manage the investment options. The annual fee for each investment option is a percentage of that fund's asset value and is shown as the "expense ratio" on the fund fact sheets, which are posted online at Fidelity NetBenefits. If you are a participant in a particular fund, the fee will be applied to your asset balance in that fund and deducted from investment performance results. The performance results shown on the fund fact sheets are the investment returns that the fund generated for participants after the fees were deducted. Other custody fees or transaction fees may be applied where necessary.

Claims and Appeals Procedures

You and your beneficiary have the right to file a claim for benefits. All claims must be submitted in writing to the Savings Plan Committee ("Committee") and mailed to the Pfizer Benefits Center at the address below. If your claim for benefits is denied or approved, in whole or in part, the Committee or its designee will notify you or your authorized representative in writing within 90 days of receiving your claim, unless special circumstances require an extension. If you are denied a claim for benefits, you will receive, as appropriate: an explanation of the specific reason(s) for the denial; Plan provisions on which the denial is based; an explanation of what other material or information, if any, is needed to perfect the claim; and an explanation of the claims review procedure and appeal process.

To appeal a denied claim, you or your authorized representative must, within 60 days of receiving the notice of denial, submit a written request to the Committee asking that your claim be reconsidered. At that time, you or your authorized representative will have the right to review all pertinent Plan documents and submit issues and comments in writing. Whenever possible, you should send copies of any documents or records that support your appeal.

A decision regarding your appeal will be made within 60 days after your appeal is received, unless special circumstances require an extension. The final decision will be provided in writing by the Committee. The Committee, in its discretion, may request a meeting to clarify any matters. The Committee shall make, in its discretion, all determinations arising in the administration, construction, or interpretation of the Plan, including the right to construe disputed or doubtful Plan terms and provisions, and any such determination shall be conclusive and binding on all persons, except as otherwise provided by law.

The Committee has delegated administration of initial benefit claims to the plan recordkeeping services provider. To file a claim, submit all correspondence to the plan recordkeeping services provider, who has been designated as the Committee's agent for purposes of administering these procedures, at the address below:

Pfizer Benefits Center
P.O. Box 770003
Cincinnati, OH 45277-0065

Wyeth Supplemental Savings Plan

If you are a legacy-Wyeth colleague with a balance in the Wyeth Supplemental Employee Savings Plan (SESP), that account remains separate, and all the SESP terms and conditions continue to apply to that account balance. The SESP was frozen to new contributions effective Jan. 1, 2012.

Hospira Non-Qualified Savings and Investment Plan

If you are a legacy-Hospira colleague with a balance in the Hospira Non-Qualified Savings and Investment Plan, that account remains separate and all the terms and conditions of that plan continue to apply to that account balance. The Hospira Non-Qualified Savings and Investment Plan was frozen to new contributions effective Jan. 1, 2018.

Non-Assignment of Benefits

Your interest under the Plan cannot be sold, transferred or assigned to another person. In addition, if you commit a crime against the Plan or you breach a fiduciary duty to the Plan, a court may order, or a legal settlement may provide, that all or a portion of your account be assigned to the Plan.

TYPE OF PLAN

The Pfizer Supplemental Savings Plan is a non-qualified plan for tax purposes. The portion of the PSSP that provides benefits in excess of the limits under Section 415 of the Internal Revenue Code is treated as a separate unfunded excess plan not subject to the Employee Retirement Income Security Act of 1974, as amended (ERISA). The remainder of the PSSP is an unfunded "Top Hat" plan for a select group of management or highly compensated employees subject only to part 1 (reporting and disclosure) and part 5 (administration and enforcement) of Title 1 of ERISA.

Notes:

The Pfizer Supplemental Savings Plan (PSSP) is a non-qualified plan. Any account established for you is a bookkeeping entry on Pfizer's financial statements. There are generally no assets being held in a trust or escrow account. In the event of a bankruptcy, you will be treated as a general creditor of Pfizer. For more information on the Plan, please refer to the Plan document.

Keep in mind that investing involves risk. The value of your investment will fluctuate over time and you may gain or lose money.

Distributions will be taxed as ordinary income and are reported on IRS Form W-2 or Form 1099-MISC. Distributions from nonqualified plans are not eligible for rollover to another employer's qualified plan or to an individual retirement account (IRA). Please consult your tax advisor regarding your own tax situation.

Plan specific information in this summary is provided by Pfizer and highlights some of the provisions of the Pfizer Supplemental Savings Plan. If any statement contained in this summary should be inconsistent with the provisions of the Pfizer Supplemental Savings Plan, the provisions of the Plan will govern.

Pfizer retains the right to change or terminate the PSSP at any time and for any reason, with or without notice.

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